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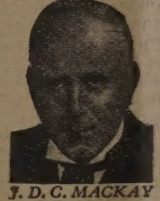

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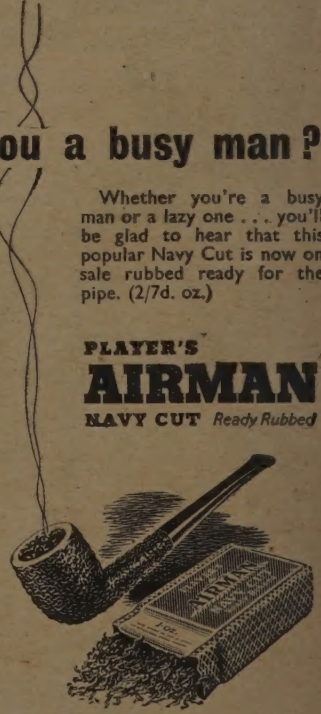

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Local Government Service

JRNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

12. VOL. XXIV DECEMBER 1946 THREEPENCE

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EQUAL PAY—WHAT NOW?

those—if any there were—who expected the Royal Commission on Equal Pay ome out with a firm recommendation in ort of the principle of paying women same wages as men for similar work, eport will be disappointing. It makes no mmendations, either for or against—it deliberately debarred by its terms of rence from doing so—but confines itself statement, interesting but in the aggregate fusing, of the many factors and arguments both sides.

levertheless, NALGO members, who committed to equal pay for equal work ughout the service, will derive satisfaction n the fact that, while the Commission is ded as to its effect in commerce and stry, it is united in seeing no insuperable ection to its application in the civil service, l government, and teaching, and appears consider that the consequences of such lication would be good.

rant of equal pay in these services, the ort suggests, would be likely to improve r general quality, since it would tend to lace the less efficient men by more efficient men, would remove a sense of injustice ng women, and might, in local government ecially, attract more and better women.

answered Questions

UT, while thus indicating that equal pay could without difficulty, and suggesting, by lication, that it should, be introduced ughout the local government service, the mmission draws attention to many conse-ntial factors involved, some of which e hitherto been inadequately considered. uld equal pay, for example, while remedy-one injustice, create another and greater as between the unmarried woman and the rried man with a family to support on the e earnings? Would it reduce the standard living of men, generally, below that of men? Would it tend to increase the nber of "pin-money girls" in the service, the expense of men for whom it must vide a lifelong career? Would it be likely make the age of marriage later and thus uce the birth-rate still further? Would it, increasing the total cost of salaries, lead a general reduction of salary standards, to a slowing-down of their improvement? uld it encourage local authorities to prefer n for most jobs and thus reduce the avenues employment and promotion for women? ese are the sort of questions the Com-sion puts and to which it returns no certain wer, primarily because, as it admits, the ts upon which an answer must be based unknown.

NALGO adopted the equal pay policy inly, we suggest, on emotional grounds. far as we are aware, neither the N.E.C. any branch has ever investigated the implications and effects of the policy. It was a popular battle-cry, satisfying the ambitions of women and the sense of justice of men. But now that it is within range of realisation, would it not be wise, before staking a final claim, to consider it more closely, and to try to answer some of the questions posed above? Would it not be well for the N.E.C. to appoint its own Commission to enquire, in detail, into the effects of adoption of the policy upon the service as a whole, so that the Association might at least have some idea where it was going?

Get the Facts First!

THIS, we know, will be an unpopular suggestion, exposing us to charges of inconsistency, masculine prejudice, and advocating delaying tactics. The last accusation will be true: without prejudging the issue, without condemning equal pay, we do advocate delay—delay to ascertain the facts upon which alone a wise decision can be based. And we do that only because it has not been done in the past, and because the report shows how necessary it is that it should be done. If the facts show that equal pay will benefit one section of the service only at the expense of another section, or that the principle can succeed only if it is allied with, for example, some system of family endowment, then we suggest that the delay will have been justified, in that it will save us from perpetrating one injustice to remove another.

To avoid misconceptions such as were created by our comments on the Conference agenda, we must make it plain that, in offering this suggestion we are neither "kite-flying" for the N.E.C. nor hinting that that body is suffering from cold feet. The N.E.C. is firmly committed to equal pay, both by conviction and by instruction of Conference, and has never diverged from that policy. No member of the N.E.C. has said a word to influence us, one way or the other. It is we alone, impressed by reading the report of the Royal Commission, who are urging the N.E.C., and the Association as a whole, at least to enquire into the facts before leaping blindly into the unknown.

Problem Families

THE publication in 1943 of "Our Towns: A Close-up" provided a challenging reminder that there is in Britain a social stratum in which the common writ of health and morals does not run. Now, C. G. Tomlinson, chief administrative officer in the public health department at Luton (and NALGO branch secretary), has carried the inquiry a stage farther by writing "Families in Trouble" (Gibbs Bamforth, Luton, 3s. 6d.), a factual analysis of that stratum in his own town.

One in every 200 families is a problem family, says Mr. Tomlinson. Because of physical or moral weakness or chronic poverty, this not inconsiderable part of the population fails to reach minimum standards of health and decency. Alleviation comes from the social services—welfare workers, health visitors, the nursery schools, housing. But, too often, it is alleviation only, and fails to get to the root of the problem. Best of all, Mr. Tomlinson suggests—here confirming the striking successes attained in London by some of the Quaker service units—is a new kind of social worker who goes into the homes and inspires these social derelicts by example as well as by precept; rehabilitation of the feckless housewife can best be started by rolling up one's sleeves and tidying up the house oneself. The survey certainly makes a case for a fresh approach to the problem of bringing along these stragglers in the march of civilization and should be read by every councillor and every social worker.

Suggestion Box

FORTY years ago, the Post Office initiated a scheme under which awards were made to members of its staff who put forward practical ideas for the improvement of the service. In 1938-9, 11,408 suggestions were submitted, 1,096 were adopted, and £3,860 was paid out in awards to the originators of these and of a further 1,189 suggestions which, although not adopted, were considered to merit recognition.

Could not a similar plan be adopted in local government? Almost every officer, at some stage in his career, must have had an idea which would make for more efficient and smoother service. Some are able to get their ideas adopted, at least locally; but the majority find the obstacles too great.

But were some central body, representative of both councillors and officers—say a sub-committee of the National Joint Council—to invite suggestions, to judge of their value (possibly with the aid of specialist panels), to make awards to the originators of those found meritorious, and to pass them on to local authorities, these obstacles would be overcome. The results would be immeasurable, both in enhancing the efficiency of the service and in encouraging the enthusiasm and inventiveness of those engaged in it.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion and expression within the Association. Unless the fact is expressly stated, therefore, views put forward in the journal—whether in the editorial columns or in signed articles—should not necessarily be regarded as expressing the considered policy of the Association.

THE MENTAL NURSE'S JOB TODA

What are your ideas about a Mental Hospital? Grim, grey walls? Barrack-like cells? Glowering inmates behind bars? Tight-lipped, inhuman janitors? If not your ideas, they are the impressions of most people. How far they are from the truth, and what a happy, worthwhile job a mental nurse's can be, is told below

By DOROTHY COOK

Special Representative of LOCAL GOVERNMENT SERVICE

TODAY, "psychology" is a household word. So many of us juggled with coloured blocks and puzzled out catch questions during our army careers that we now dismiss the word lightly and join in the laughter when the radio comedian makes it the butt of his wit. Nevertheless, the psychological approach to human problems is here to stay. Its worth has been proved most dramatically in modern psychiatry, and in this field lies one of the most fascinating jobs open to women—mental nursing.

No longer are the insane spoken of in hushed tones, locked away, and forgotten. Gone are the old asylums, and banished the stigma once attached to those who cross for a time the shadowy line dividing the sane from the insane. Many people who begin to find themselves incapable of grappling with life go to the out-patient clinics to seek advice and treatment, and eighty per cent of the patients in mental hospitals now are there as voluntary patients. In pleasant, peaceful surroundings, each is gradually helped back to "normal."

Many Treatments Available

Through occupational-therapy, the mental patient learns once again to concentrate and regain his self-confidence. He may start with a simple belt or scarf, and progress, as agility of mind and fingers improves, to leather bags, toys, and patterned rugs. In this section, the occupational-therapist and her assistants demonstrate and advise, correct and encourage, and share the satisfaction of the patient at the excellent results achieved, for some of the articles show skilled craftsmanship. Meanwhile, social workers investigate the home and working conditions of the patient. In this way, and by means of psycho-analysis and similar treatments, the causes of the mind's aberrations are discovered and the patient shown how to cure or overcome them.

In recent years, striking new physical and surgical treatments have supplemented the psychological approach to mental disease, and today the mental nurse's duties include the application of insulin, electrical-shock, and pyrotherapy, prolonged sleep, and assistance at cerebral operations. The latest advance in surgery is prefrontal leucotomy, a delicate operation which, in effect, short-circuits the frontal lobes—or worrying centre—of the brain, without damage to the grey matter or outward disfigurement. A result of Portuguese research, this operation was first performed in England as recently as 1941 at Croydon's Mental Hospital, Warlingham, where it has since been practised successfully in more than a hundred cases.

Varied and Satisfying Work

Here, then, is a job for the girl who is interested in people—and more interested in other people than in herself. The intelligent girl who wishes to spend her time in a worthwhile occupation can find in mental nursing varied and satisfying work. Neither is it necessary to devote a life-time to mental nursing to attain that variation and satisfaction, and the eighteen-year-old who intends to marry in her middle twenties still has time for three or four years' nursing after she has trained. And think of the value of a course of mental nursing in coping with a husband and family!

Yet, however exciting the job may be, the prospective mental nurse attaches as much importance to her conditions of service as does her sister in office, shop, or factory. How will she be expected to live, and in what circumstances will she work and train?

I found encouraging answers to these questions during a recent visit to one of the most progressive local authority mental hospitals. Drudgery is no longer a corollary of nursing. It has been swept away with the old asylum, and, instead, an opportunity to live a f healthy, and unrestricted life in the servic humanity and to her own satisfaction is o to any girl who is adaptable and tolerant, resolute and desirous of using her initiat She will not find herself, as is comm imagined, in a grim, depressing place wh neurotics, hysterics, schizophrenics and happy victims of organic insanity mingle i hopeless community.

Today, seventy-two per cent of the patie admitted to mental hospitals are discharg most of them cured, the remainder relie The refractory ward and padded cell exist, and there are stubborn and distr ing cases, but they form only a minority the whole, and, even so, are not regarded hopeless. Indeed, the mental hospital is ofte happier and more interesting place even th the general hospital, for, while it encounters treats all the medical and surgical conditi found in the general hospital, most of the tients are up and about, helping the nurses gardeners and lending a hand on the hospit farm. In this way they earn pocket-mon which they can spend in the canteen. Here a friendly NAAFI atmosphere, men and wom patients meet to enjoy morning and afterno drinks, a cigarette, and a chat.

Dances, Debates, Film Shows

Activities of all kinds are organised for th health, recreation, and amusement—notab physical training, dancing classes, choir pr tice, whist drives, debates, film shows, dances. A recent addition to the list is "Good Companions' Club," a weekly reun of ex-patients. This is part of the "after-car system and enables the staff to watch progress of former patients and the patie to unburden any lingering doubts about the selves in an informal way, while renew pleasant associations. It is in this sec and understanding "world" that the pati learns to conquer his fears and find him again, and in this atmosphere of hope friendliness that the mental nurse performs creative task.

In the Nurses' Home, away from the m building, the nurse can relax and enjoy ev

At Work . . .

. . . Study . . .

left—BRAIN SURGERY plays an important part in modern mental treatment—nurses training for mental work.

right—MEN AND WOM share the work of mental nursing. do much of their training side by si

S INTERESTING — AND HAPPY

ity of home life. Indeed, the thousands of nen living in overcrowded homes would r her well-furnished bedroom where she keep her personal treasures and enjoy quiet n she chooses not to join in the fun of the eation room or the gossip in the lounge. se two communal rooms radiate comfort geniality. In the recreation room, the par- floor suggests the happy monthly dances, n the table tennis outfit is dismantled, the board ignored, and the radiogram invites nurse and her partner to dance until mid- it. To these social evenings, the nurses te the male nurses, hospital office staff, and outside friends they wish.

LEISURE ACTIVITIES, shared by both men and women, are many, and the nurse is given freedom to enjoy them.

nfort and Freedom

n entering the sitting room, one senses im- liately an atmosphere of comfortable relax- n and can imagine the nurses enjoying a r evening by the fire, reading a book from library, or listening to a colleague playing piano. The senior nurses have their separ- sitting room. A well-equipped kitchen is ilable to all, for the preparation of hot drinks extra snacks, as is an extension of the tele- ne where personal calls may be made and ived. Most notable of the provisions of the rses' Home is the hairdressing establishment, nplete with "perm" and hair-drying ap- atus and the services of the patients' pro- ional hairdresser. Cosmetics, too, are sold the premises and in no way frowned upon the authorities. A dramatic society and a minton club are popular, while for those o prefer outside sport, there are tennis, key, and netball. The cinema in the main ding has a change of programme twice a k, the midweek show being followed by a ce.

When outside amusements attract, the nurse —in this hospital, at least—is free to enjoy them, and her time is not restricted. Should she care to stay overnight with friends, she may do so without permission or prior intimation During her off-duty time, she is responsible only to herself—a departure from the old restrictive system which is never abused. Could she wish for more? Breakfast in bed ? Yes, that's coming too for the off-duty nurse—when the domestic staff situation improves !

In charge of the Nurses' Home, replacing the Home Sister, is a Warden who is not a trained nurse and wears no uniform. It is her business—and, to judge from the charming results, her pleasure—to make the home as attractive and inviting as possible ; to keep a watchful eye on the nurses' diet and to carry out any suggestions they make about their food ; and to act as counsellor and friend.

. and Leisure

ove—FICTION AND REFERENCE books can borrowed from most mental hospital libraries and ses have pleasant rooms in which to read them.

So much for living conditions. The nurses' training and working conditions are more widely known, yet not everybody realises the improvements which have been made and the changes which are on the way. Training may begin at any age from eighteen onwards and takes three years (or two if the nurse has already done her general training). It gives practical experience, coinciding with lectures, in every branch of psychiatry. The lectures are given during duty hours and embrace general and advanced nursing, hygiene, anatomy, physiology, psychology, medical and surgical methods, and psychiatry.

Salary paid during training is on the Rushcliffe scale and is more generous to the mental nurse than to the general nurse. Actual cash, payments are : 1st year, £75 ; 2nd year, £80 ; 3rd year, £85 ; plus emoluments of uniform, food, laundry, and accommodation, which are valued for superannuation purposes at between £75 and £120. After qualification, salaries, including emoluments, are : staff nurse, £240—£300 ; deputy sister, £260—£330 ; ward sister, £300—£400. Higher nursing posts are paid on an increasing scale based on the size of the hospital, and may reach £900, inclusive of emoluments, for a matron in the largest mental hospital approved as a training school.

5-day Week—and a Month's Holiday

The nurses work a five-day week of 51½ hours and can usually take their weekly forty-eight hour leave at a time to suit themselves. Annual leave is four weeks. Sickness allowance is six months on full salary (and three months on half salary after the first two years of appointment). All posts are superannuable and the retiring age is 55.

The need for psychiatric nurses is great—6,000 are wanted at once. A welcome is assured to all who join the ranks and the gratitude of many hearts awaits those who come forward to help in the great work of relieving suffering minds. Doctors and scientists today can answer Macbeth's plea to " . . . minister to a mind diseas'd ; Pluck from the memory a rooted sorrow ; Raze out the written troubles of the brain," but they cannot do it without the help of the mental nurse.

Manchester Evening News.

LEFT—Laying insulated hot-water pipes from the small central-heat station on Urmston's Flixton Estate.

RIGHT—Lagging the boiler and hot-water storage tanks inside the heat station.

DISTRICT HEATING

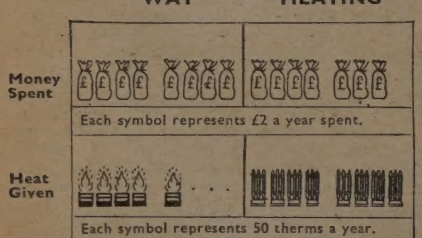
saves fuel : is cheaper : gives more warmth

A house warmed in every room in the coldest weather, unlimited hot water all the year round, no grates to clean, coal to carry, or smoke to dirty—and all for 5s. 3d. a week, less than the cost of coal ! It sounds too good to be true, but it is being provided at Urmston—the first district heating system in England. The story is here told by

E. L. LEEMING, M.Sc. (Tech.), M.I.C.E., Engineer and Surveyor, Urmston U.D.C.

IT is an extraordinary fact that, with the solitary exception of Dundee, district heating—the supply of heat and hot water to an area from a central station—has not caught on in this country. No doubt the fact that, hitherto, coal has been plentiful and cheap—too cheap—is responsible. But today the position has changed. Coal supplies are dwindling, men are reluctant to work in the mines, and we are being forced, for the first time in our history, to economise in fuel. District heating, therefore, is in the news.

It will certainly save coal—between one and two tons a year for each house to which it is supplied. And it offers many other advantages. It will give us warm, dry houses all the year round, with constant and abundant hot water, at less cost than coal, gas, or electricity.



It is paid for by a flat weekly charge in place of a big bill in winter and a low one in summer. It will give us clean, smoke-free towns and save the housewife much drudgery in cleaning grates and paintwork, washing curtains, and carrying coal. And it will reduce the number of coal carts on our streets.

For district heating, you need a central heat station and a system of pipes conveying hot water to each building in the area. In the future, we may heat the water by atomic energy or heat pumps, but at the moment we can use two methods—solid fuel, or the surplus heat developed in the generation of electricity. The present Urmston scheme is based on the former; another scheme at Wythenshawe (Manchester) on the latter.

In Urmston, we plan to supply heat to an estate of 1,300 buildings, comprising 763 houses, 224 maisonettes, 222 flats, and 108 bungalows for the aged, grouped round squares or open spaces, together with community and health centres, service flats, shops, nursery, infants', junior, and secondary schools, hotel, creche, restaurant, cinema, pavilion, laundry, library, garages, and greenhouses. Heat for all rooms and hot water for kitchens and bathrooms, will be delivered to each building through mains from the central heat station.

Warm when Outside Freezes

In the houses, there will be radiators in living room, bedrooms, and kitchen, and a heated towel rail in the bathroom, kept at a minimum temperature of about 110 deg. F.—sufficient to maintain temperatures of 52-54 deg. in the hall and bedrooms, 58 deg. in the kitchen, and 62 deg. in the living room when the outside temperature is at freezing point. Living rooms will be supplied with an open fireplace for "topping up" heat—probably by gas or electricity—during the coldest part of the winter.

The hot water will be supplied through separate, copper pipes at a temperature of 130-140 deg. The Ministry of Fuel and Power estimates hot water consumption at about 200 gallons a week for each dwelling; we are estimating 210 gallons for the 1-2 bedroom houses and 280 gallons for the 3-4 bedroom house.

Apart from dwelling houses, the more public buildings, business premises, workshops, and commercial garages that join in the scheme, the more economical it will become. We hope also to supply heat to blocks of garages to be built and let with the housing tenancies, and, if required, to greenhouses on allotments and smallholdings, and we have been asked to extend the supply to an existing estate of owner-occupied houses: the scheme is being designed to provide for this.

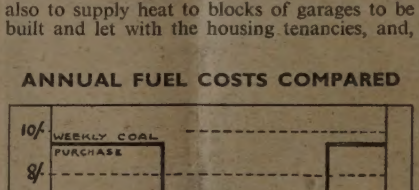
In the original calculations, the consulting engineers, Donald Smith and Partners, put the average weekly economic charge for each dwelling at 4s. 6d. a week, including loan repayments and running costs, plus a further 9d. a week as an average charge for "topping up" heat in the coldest weather. It may, however, work out a little higher than that, as a result of the rise in the cost of fuel and plant since the estimate was prepared. The provisional charges for the first houses to enjoy the new service are at the rate of 7d. a week—with the possibility of reducing it later—for each 100 square feet of floor space with a minimum of three shillings for old people's bungalows—the first to be occupied. This, however, can hardly be regarded as an economic charge since it is scarcely the price of one hundredweight of coal, and a bungalow is likely to have a greater heat loss from the building itself. For a dwelling of 1,000 square feet, the charge will be 5s. 10d. a week.

"Well Below Present Costs"

This is well below the present cost of heating by open grates and water boilers, which, according to our local fuel overseer, work out for the average householder at about 9s. 6d. a week in the six winter months and 5s. 6d. a week during the six summer months, equivalent to 7s. 6d. a week all the year round. The cost of "topping up" heat must, of course, be added to both district heating and normal fuel charges, but when this is done, district heating shows a big advantage, providing nearly twice as much heat at a much lower cost—particularly when it is remembered that many people now use electric or gas fires in bedrooms who would not do so in a centrally heated house.

To keep up with the production of the houses the service should be built up in easy stages. Our first installation was for twenty houses only, and this was completed in less than two months. Plans are now in hand for supplying a further 250 houses from a larger plant. The service is not expected to pay its way in the first twelve months, but the process of

ANNUAL FUEL COSTS COMPARED



Four shillings and sixpence was the original estimate of the average weekly cost of district heat. The actual charge made is slightly higher.

eloping it in stages will reduce the initial iciency to a minimum.

At the recent Fuel Conference in London, . A. C. Pallot said that 300 houses was the imum number for which district heating ld be economically supplied. Much de- ds, however, on local conditions. If there commercial waste heat near, or a large mming bath, open winter and summer, this imum may be reduced.

The New Towns Committee has recom- nded that district heating should be applied the new towns, and it is to be hoped that the ny local authorities now engaged on big using projects will adopt it also.

District heating is, of course, particularly table for municipal housing estates and it uld be difficult for private enterprise, ilding houses for sale, to supply it. Never- less, we must avoid building one-class wns, and aim at well-balanced communities

ering for all classes. Were all building land be publicly owned, it would be easy to supply trict heating to houses of all types.

Readers interested in district heating will d valuable information in a memorandum epared by the Ministry of Fuel and Power the recent Fuel Conference in London, d in a report just issued by the Depart- nt of Scientific and Industrial Research.

'This Local Government!'

"The town clerk will take action pursuant to the provisions."

Five shillings for the above administrative cliché goes to ERIC WHEELER, of Gloucestershire.

Spare-time Work Builds Edgware Citizen Centre

Because they had no place to hold their eetings, or run their dances or whist drives, follow their bents towards education and ture, the men, women, and children of ANONS PARK, Edgware, decided to con- uct a community centre. Bank cashiers, opkeepers, housewives, and schoolchildren organised themselves in teams and worked each evening and at the week-ends converting war-time huts into a centre comprising a hall, a common room, a toddlers' morning school, and craft and games rooms. Below an intensive drive is in progress to get ready for the recent opening by Mrs. C. R. Attlee, wife of the Prime Minister.

Swiss Give War-Weary Youngsters 3-Months Health Break

SIX hundred children from our blitzed cities—Coventry, Birmingham, London, and Liverpool—have now left this country for a long spell of the fresh air, the good food, and the thrilling surroundings that only Switzerland can offer.

This is just a beginning. More are to go—all at the invitation of the Swiss Red Cross—in parties organised by the Ministry of Education and local authorities.

"I saw the Liverpool party go last month," reports our special correspondent. "They were a merry bunch of 200 boys and girls, of whom all had, though you might not have suspected it, been victims of the blitz in some way. Some were air-raid orphans, others themselves casualties, and all were certified by the school medical department as likely to benefit most."

Our readers will not need to be told of the administrative work necessary to send them off adequately clothed and in good health and spirits. First, head teachers were asked to name three or four children between the ages of seven and thirteen fulfilling the conditions. Then the 435 nominated were examined, and their medical and social background reviewed by the school medical officer and his staff, who made the final choice.

Stringent precautions were taken against the spread of disease, each child having had a throat swab taken and been vaccinated, immunised, and X-rayed.

The whole visit costs the parents nothing, except for the provision of clothing and pocket-money.

In Switzerland, all expenses will be met by the Swiss Red Cross, and the return journey will be paid for by the education committee.

From Euston they went by bus to Charing Cross for refreshments provided by the L.C.C. At Dover, where they were the guests of the education committee and spent the night at the Dover boys' and girls' Grammar Schools,

Photo: Liverpool Daily Post

A group of the Liverpool children off to Switzerland.

one little girl—under the impression that she had arrived in Switzerland—asked what language was spoken there. Another, a boy, got the same idea because, as he said, "We don't have schools like this in Liverpool." When, finally, they did arrive, they went to stay with private families in villages near Zurich, Basle, Berne, St. Gall, Geneva, and Lausanne, care having been taken that there was at least one English-speaking person in each household.

EDUCATION NEEDS & NEWS

Text-Books Wanted : Keen London Area Committee

TEXT-BOOKS are wanted—and wanted urgently. Members with any to give—or sell—are asked to contact N A L G O's education department, at 24, Abingdon Street, London, S.W.1. Before the war, N A L G O's lending library provided an unequalled service, but it had to be curtailed owing to shortage of text-books, many of which are now unobtainable. The Charter, leading to an increased interest in examinations, has made the position even more acute and many would-be students have not the books to begin their studies.

Two-thirds of the purchase price will be paid for those accepted—latest editions only. Particularly required are those for:

D.P.A., I.A.R.V.O. and N A L G O intermediate and final, Testamur of I.M.C.E. Sanitary Inspectors', and Weights and Measures Inspectors' examinations.

Last Date for Scholarships

Applications for scholarships for degrees or diplomas in public administration must be received at N A L G O Headquarters by December 31.

Fourteen £30 scholarships to encourage the study of public administration are offered each year for the best essays on some subject related to it. Members are eligible only if they have passed a professional, technical, or other appropriate examination and have been in N A L G O for two full years.

Growing Interest in D.P.A.

The beginning of the 1946-47 academic year brings news from all centres of increased interest in the D.P.A. All Universities holding courses report full classes with an average of 70 enrolments. One has had to turn away more than 200 applications. It is reported that a new course has begun at University College, Hull.

Successful London Ventures

The Metropolitan educational centre—sponsored by the area education committee—has been, and is, a phenomenal success. It is conducting a comprehensive course for keen students of local government and public administration and has sprung from a short series of 1945 refresher lectures intended for the ex-serviceman. A self-contained winter session begins in January, with three separate courses on elementary local government, the practice of administration, and advanced local government, with F. H. Smith, LL.D., D.LITT., solicitor, clerk to the Woking U.D.C., as lecturer. Applications to be enrolled, of which 400 have been received already—including many from outside the Metropolitan area—should be made now to A. E. Odell, 59, Parkside Drive, Edgware, Middlesex.

An educational advisory service is also being conducted for students requiring advice on examinations and courses.

THE ADMINISTRATOR'S CHANCE TO GET ON TOP

The article by C. J. Newman in the October journal, suggesting that the new promotion examination should be used to enable the "pure" administrator, rather than the professional or technical expert, to reach the highest posts in the service, has aroused much interest. He three readers challenge his views from different angl while a fourth shows how the Charter might be us to help find the appropriate job for every officer.

Organising Ability Without Specialised Knowledge Will Lead Nowhere

Declares B. R. W. GOFTON, M.A., Clerk and Solicitor, Eston U.D.C.

WHAT is an administrator? Mr. Newman does not tell us. Instead, he defines "administrative ability" by listing some of its components—"initiative," "resource," "adaptability," "balanced judgment," and "character and strength of purpose." The person fortunate enough to possess these qualities is undoubtedly a potential administrator; but he is also a potential tinker, tailor, beggarman, or thief, for these are precisely the qualities needed for the successful performance of any job.

They are, however, qualities only—and they are not qualities which get a man anywhere by themselves alone. He must know the tools of the trade and the rules of the game as well; and if the new administrator is to be equally capable of work in *any* department, he is unlikely to know much about these, for it is surely not suggested that the science of administration consists merely of the study of filing systems and other factors common to all offices.

Administration can be fairly described as a fancy name for management, applicable to the work of the head of a business or department. But everybody who assists in management is not a manager, and it is ludicrous to call junior assistants "administrators" just because they are expected to be able-minded people capable of doing anything within reason within the limits of their knowledge of the department's work. For centuries, clerks have been expected to have heads on their shoulders and to take responsibility. Why be ashamed of the name?

That the Charter should provide for an administrative, professional, and technical division is reasonable enough; but the duties associated with it, as set out in Part III, suggest that the junior grades should be occupied by young professional and technical men and women and that the purely administrative people, when required, should come in only at a level above the higher clerical division except where they are subordinate technicians. Sometimes holders of such appointments will be about ripe for forming their own professional institutes.

The civil service is a different kettle of fish. Its administrative staff make decisions on behalf of their Minister, after considering professional advice. But in local government, decisions on policy are the councillors' job. The administrative decisions made daily in local government departments are decisions of much the same character as those made by the professional chiefs of professional departments of the civil service—and they do not have officers of the administrative branch to run their departments for them. There are also executive and clerical officers in the civil service and it is the latter who correspond in function to the majority of non-technical or professional local government officers, though there is an even closer correspondence between many of these and their opposite numbers in private and professional offices.

Again, what is the material of administration in local government? It varies from department to department and calls for specialised knowledge. For example, everything that a local authority does, it does in pursuance of law and in the clerk's department, anyway, administration is 90 per cent law, even if there is a separate solicitor's department. I recall that, some years ago, a town clerk who was not a lawyer said to me, "I administer through Lumley." It is no accident that so couples the great word with a legal text-book.

I suspect that any examination devised to short-circuit the legal profession will not be so much unlike the solicitor's final after all, while the city engineer who runs his office like clockwork—until the town hall foundations give way—will look a trifle foolish. Granted, professional skill without administrative ability is valueless; yet, mere administrative ability without adequate knowledge is just undirected energy. In the work of a local government department, we need a professional mind *on top*.

Don't Raise False Hopes—There is No Short Cut

Warns "Student of Administration"

LEST Mr. Newman's article raises false hopes among officers in the general division, I should like to point out that:

1. The promotion examination is an alternative to a professional or technical examination and is unlikely to be easier than those examinations;
2. It is unlikely that those who pass the promotion examination will be regarded as competent to take charge of a department;
3. The civil service—in which I have spent 6½ years in a temporary executive position—is not so perfect as Mr. Newman would have us believe; the fact that the administrative division is the highest is a weakness rather than an asset and is responsible for many misunderstandings due to the fact that the administrators are out of touch with conditions as they are;
4. The technician in the civil service has been fighting for equal recognition and has practically secured it;
5. The claim that, in local government, professional and technical qualifications determine the appointment of heads of departments is absurd: all such men must in addition have proved their administrative ability in similar positions or as deputies—and only those who possess administrative qualities will get the jobs.

The new opportunities for promotion provided by the promotion examination will certainly help many capable assistants and may lead some to the highest appointments—but only in full competition with their professionally and technically qualified colleagues.

Examinations No Test—But Better Pay Essential

Urges "Tempus Fugit"

MR. NEWMAN believes that the new promotion examination will enable the administrator to attain his true level in local government. I doubt it—for I suggest that there is no evidence that a promotion examination will demonstrate administrative ability.

Although the administrative is the highest division in the civil service, no promotion examination is held to determine advancement to it. There are entrance examinations various grades, but promotion is decided ability. Moreover, the civil service, unlike lo government, recognises the importance of go administrators, and offers salaries and pr pects likely to attract entrants with the high educational qualifications—and the same plies to trade and commerce. In local gove ment, on the other hand, administrators ha little or no recognition—and the service suff accordingly. The "chief clerks" and oth —mostly titleless but sometimes given prefix of "Mr."—do administrative work salaries which are ludicrous in relation to th responsibilities. Is it surprising that only p fessional and technical specialists find attract prospects there?

The chief officers of a local authority m be professional and technical experts and adm istrative heads of their respective departmen Is it not time that they recognised the need able and well-paid administrative assista and impressed it on the local authority?

Local government is top-heavy with s cialists. They must be counter-balanced by a and adequately-rewarded administrators wh in the first place, will justify their entrance the service by passing examinations requiri high educational attainments. This achieve we can dispense with further examinations, a promote on the basis of ability. I subm therefore, that the Examinations Board w serve no useful purpose in "devising a managing promotion examinations." I sha on the other hand, await with interest its adv on "the selection of recruits."

Charter Can Help All Find Right Job

Says HORACE KEAST, D.P.A.

IF we are to gain maximum benefit fro the Charter, local authorities must ta full advantage of the opportunities it offe for putting the right man in the right jo

This will create a happier and more co tented service and secure for the author a staff of the fullest efficiency. Such oppo tunities are many.

In the past, new entrants who satisfied school certificate or similar standard recruitment were placed in whatever vacanci were open, regardless of their aptitudes. future, school certificate or its equivalent is be a qualifying standard only, and candidat passing it are to be selected by a competiti test, including interview. Since the education standard will be established, it is unnecessa for the competitive test to be a similar on If, instead, it were to be a test of intelligen and aptitude, and if each candidate were complete a personal form, detailing his educ tional background, career preferences, hobbi and outside interests, the result would enab the local authority not only to select the mo suitable, but also to put him in the departme for which he was best fitted.

Thereafter, the young officer's progress post entry training, the annual reports ma on his work, and the special assessment repo at 21 and 26, would give the establishme committee an opportunity of checking original assessment and, if necessary, of tran ferring him to another section or departme for which he might be better fitted. In additio the results of the initial tests and the period reports would provide a basis for continuo vocational guidance and advice on the mo appropriate professional or technical quali cation for which he should study.

L.G.O.s Fight War's Last Battle—For the Soul of Germany

As most readers know, a team of British soldiers and local government officers is now at work in Germany, trying to teach the Germans to run their own affairs as we do here. How is the job being tackled? What difficulties have arisen? How are the Germans responding? These and other questions are here answered by an officer of the Control Commission's Administrative and Local Government Branch.

Major J. A. B. HAMILTON

present Mayor Hamburg . . .

. . . And its Polic Chief vote.

HE English men and women showing Germany how democracy works are wn from council offices in London, opshire, Warwick, Essex, Canvey Island, stol, Canterbury, and many other places. ome, like myself, are not local governnt officers, but are simple soldiers who e been drawn into local government k out here.

ome have burned their U.K. boats; others e been loaned for a while. All are exiles, all are privileged in two ways—in having e as much to eat and drink as the people r whom they rule, and in having to tackle strangest task that has fallen to the English l government officer. He has to plant the lish tradition in a nation whose standard education and practical efficiency—but not, of political wisdom—is at least equal to own, but whose material conditions are se than anything he has ever imagined. a far cry from the settled normality of even worst-blitzed English town to the crazy ure, defying description, of the beaten, ken, distraught, hungry, rumour-ridden, unbelievably ruinous British Zone of many.

olishing Autocracy

hat is the background. And our task? is to make Germany democratic. In dieval times, the cities of Western Germany lt up a considerable democratic tradition, ch of which still survives in, for example, the Hanseatic ports of Hamburg and Bremen. from the 17th century onwards, calamities upon the country—civil war, foreign inion, and, finally, the westward spread of the Prussian tradition and the rise of the Nazis.

he spirit of the country was reflected in its al government institutions. Until Hitler ne to power, municipalities and communes l their own elected councils, but real power in the hands of the chief official, the Bürgerister, or equivalent, who could be, and often s, at the same time mayor, town clerk, chief police and a state civil servant wielding the ocratic power of the central government.

his system is still maintained in the Ameri-, Russian, and French zones. But the tish, from the first, set out to eradicate it t and branch, and to put in its place their n system of the division of functions between ntral government, elected councillors, and icer.

idence of Success

o us that seems natural, but it brought lent protest from the Germans. Call it mming democracy down their throats if you e, but remember that we were and are empting to change a long-established tradin in a matter of months. At present, it is o early to say we have succeeded, but in the st month or two encouraging evidence has me—from German sources—that councillors d officers alike are beginning to appreciate e new methods, and there seems to be a good ance that they will take root.

The local government elections in the Autumn were a crucial stage in the change. To obtain the best expert advice, we imported from England last February R. B. Webb, chief clerk in the town clerk's department at Westminster (and, incidentally, secretary to the Westminster branch of NALGO). The machinery set up under his guidance has entailed a whole series of ordinances—zonal laws and directives—laid down after consultation with the Germans. The first three provided for electoral divisions and the qualification and disqualification of electors and candidates—based on residence and the policy of keeping out active Nazis and militarists. The fourth, setting out the electoral system, was not so readily accepted by the people. They were accustomed to voting for a series of names on a Party list—a system anathema to us. The resulting compromise, a fearsome hybrid, part "straight," part "list," was so involved that the services of Alderman J. Fitzgerald, of Leyton borough council, a leading authority on proportional representation, were enlisted to explain it. The Germans operated it most efficiently at the recent elections, but not without some odd results and heavy fire from their own political parties. As a result, it is back again in the melting pot before the State elections, which are to be held in the Spring.

Complicated Census

Machinery for an all-German census has also been engineered under Mr. Webb's aegis, as part of his oversight of local government procedure. It obtained Four-Power agreement, despite the Allies' tendency to disagree. In a country still a maelstrom of refugees, expellees, and plain nomads of half-a-dozen nationalities, a census meets unbelievable complications, although, thanks largely to British perseverance, all have now been overcome.

So much for the framework. It owes much to British experience, without which it could not have been built. From the mechanical view, our zone is well on the way to becoming a democracy, although we still have a long way to go to make the Germans *think* as democrats. We cannot claim that there has been a real change of heart—nor has the official or private behaviour of the Allies always been a good advertisement—but there are signs that some Germans understand and appreciate our efforts and are in favour of the new system.

The Right Spirit

We alone cannot induce all Germans to value democracy, but we are trying to infuse the right spirit among the officers and councillors by personal influence, schools, and courses of lectures, such as those given recently by local government officers from England. Time presses. Before long, as history is reckoned, we shall hand back control to the Germans and a world of difference will be made by having right-minded people in the key positions.

If any reader of LOCAL GOVERNMENT SERVICE would like to join us in the hope of money and a good time, my advice is "keep out." But if he would come with a sense of dedication, ready to throw his experience into the common pool and to learn German ways in a spirit of humility, he is assured of a welcome and a full life. We are fighting a battle—the last battle of the war—for the soul of Germany. We want people, regardless of rank, who know what they are fighting for. Come in that spirit and you will not regret it!

HAMBURG TOWN COUNCIL—The first freely-elected assembly in the British zone of occupied Germany photographed at its opening meeting.

MANY MANSIONS

By "Jackass"

TO any problem there are two methods of approach. One is to study it in detail ; ascertain why it arose and how it might have been avoided if somebody else had behaved differently ; produce fifteen alternative plans, each supported by reasoned argument and thirty pages of statistics, including graphs ; appoint a committee of experts, who ignore the statistics and unanimously advocate an impracticable plan of their own ; and, finally, present a report explaining that brilliantly conceived and faultlessly executed efforts

"Medical Officer speaking . . ."

have been nullified by the weather, the black market, the Communists, the capitalists, the failure of the upas crop in Indo-China, or what-have-you.

The other method—very properly ridiculed by those familiar with the complex ramifications of constitutional administration in an interdependent industrial economy—is to decide what to do, and do it.

In our housing drive at Much Cowslip we tried to combine the best features of both methods. We invented suitable statistics, which saved time collecting them, and in preparing seven different plans cited all the advantages of one and all the defects of the others.

Blatherpatch and I were disposed to dispense with the usual committee of alleged experts, but the Clerk insisted on independent endorsement of our scheme. As his committee of five included the landowner anxious to sell us the proposed site, the owner of the nearest licensed hostelry, and a director of the local gas company (the other six schemes stipulated all-electric houses) one meeting satisfied them that only our pet scheme had practical possibilities.

We incorporated our home-made statistics, our one-way conclusions, and the experts' blessing in an impressive report to the Council. On the first page, Postlebury had tabulated the hypothetical homeless and calculated the number of accommodation units required. His use of the word "units" was unfortunate, and led to an embittered debate on bread rationing. The Clerk's first effort to explain the report, which nobody had read, convinced the Council—still intent on units—that he wanted to purchase utility furniture. When, after a spirited discussion on bedsteads, his second explanation that it was a rehousing scheme moved Councillor Torpid to assert that delousing was "agin Nature," the Clerk gave it up. No harm was done, as the Council unanimously adopted the still unread report with its appended resolution authorising the Clerk to take "all and any steps of what nature soever, necessary or unnecessary, legal or illegal, relevant or irrelevant, as may seem to him desirable in or without connection with any matter arising directly, indirectly or not at all therefrom." Careful study of recent legislation has taught the Clerk how to arm himself with sweeping discretionary powers in a few innocent phrases buried in a welter of legalistic jargon. Blatherpatch commented that the Clerk could sell the Council Offices on such authority, and was dumbfounded when he replied absently "Oh, no ! I did that years ago under the Clerks (Acquisition of Funds) Act."

To the uninitiated, the building of houses may seem a comparatively simple operation. One buys some land, finds a man who builds houses, and orders a dozen at an agreed price. That was the pre-war system and though it was effective in an uncouth way there was no real administrative artistry about it. The houses were built quicker perhaps, and were certainly better than prefabricated houses doomed to collapse in ten years, but after all it is the game which appeals to the true sportsman, not the result. If it is better to travel than to arrive, the long way round has much to commend it, and surely there is something infinitely more satisfying to the creative instinct in one lone bungalow, the fruit of anxious months of adroit scheming and sustained endeavour, than in a mushroom growth of dwellings contrived by simply slapping bricks on top of bricks. One can no more compare pre-war with present housing routine than the Victorian maternal tradition that women just had babies with modern planned parenthood and antenatal care : true, in both cases the birth-rate has fallen but no one seriously suggests a reversion to the crude natural methods of an unenlightened age.

We may be unconventional in Much Cowslip, but we are gluttons for progress. No authority has a more complete collection of labour-saving accountancy systems, any one of which could be used if we had the necessary extra staff, and our rates counter would have been mechanised long ago if the staff—all of whom speak French and German fluently and have splendid examination records—could learn to press the right keys. Instinctively, therefore, we employed every up-to-date device to speed the building campaign.

Old readers will not need reminding of the friendly relationships which have always existed between the Clerk and his staff, marred only on those rare occasions when the staff have some stupid idea of which he disapproves. Thus it was no surprise when he called them together and, after some stirring reference to the proud privilege of rebuilding their mot land, invited and received a pledge of wh hearted co-operation ; which proved to er considerable unpaid overtime for everybod

Next, he circulated an order to every bui within fifty miles forbidding any work ex on our contracts. I thought this rather ceeded our authority as well as our area, the Clerk had regional instincts. As we v unprepared to place contracts, some lo operatives thought they were unemploy until we explained they were merely tempora redundant. After three shop stewards discussed the similarity privately with the Cl he decided to build by direct labour and

"Just had a whip round for old Blenkinsop' presentation."

gaged every unemployed—sorry, redundan man.

Meanwhile, Blatherpatch had cycled London to see the Minister of Works ab bricks, Postlebury had gone to Daffodil Pa to interview the Regional Officer of Ministry of Supply about hooks to hang h on in the hall, Miss Legge had visited Miss E Wilkinson because she had always wanted meet her, Presson (our ex-R.A.F. Plann Officer) had sent Sir Stafford Cripps a carto labelled "Wot—no softwood," and I h bought forty-three secondhand baths fr people who had no soap anyway. The Cl spouted forms in triplicate, some of wh brought astonishing replies—as for instance ration card for fourteen hens and a cheque 7s. 3d. for correctly forecasting four awa

Our correspondence was not all one w A Mr. Bevan wrote several long letters, when I told the Clerk he was Minister Health the Clerk very properly said we w too busy with housing to bother with him.

The return of Blatherpatch, driving a lo heaped with bricks was an encouraging om Placing a bath on the selected site I made short speech exhorting the assembled work to erect Much Cowslip's first pre-war ho around it.

It was at this stage that an official arriv from the Ministry of Town and Coun Planning to point out that our building was scheduled as part of Buttercup Magn Green Belt. He was a charming fellow, an was with his assistance that I drew up first Housing Progress Report :

Houses on site, *nil* ; houses in sight, *nil*

NALGO CHRISTMAS GIFTS

Welcome Christmas gifts this year are the new NALGO woven wool *scarves* with fringed ends and vertical stripes in Association colours. Suitable for both men and women, they cost 7s. 6d. each—and one coupon. Equally acceptable are uncrushable art-silk *ties* at 6s. 6d. and one coupon.

Also available are metal enamel *lapel badges*, or *brooches*, at 1s. 3d. each, NALGO *ribbon* (¼-in. width) at 1s. 4d. a yard, and—all of pre-war quality—limited stocks of :

BLAZERS, Best Quality ...	£2 0 4	(10 coupons) Sizes 44 and 42
„ 2nd Quality ...	£1 16 10	(10 coupons) Sizes 44 and 42
SLIP-ONS (White, trimmed colours.)	10 6	(6 coupons) All sizes
SWIM SUITS	13 0	(4 coupons) Size 42
SMALL SILK BADGES (For Sports Shirts, Gym Slips, Swimming Costumes) ...	1 0	

Write to NALGO, 24, Abingdon Street, London, S.W.1.

my bookshelf —— by edward kay

How the Roads Came : Local Government Past and Present : Preserving Britain's Countryside

"A GOOD road," said Richard Jefferies, "is recognised as the ground work of civilisation." The means of getting safely and easily about is indeed essential to a developed economy and a cultured life—and a book which tells you how the roads of this island came into being, what was their state through the centuries, and how their present organisation stands, is telling you something fundamental about our history and social set-up today.

All this is done by C. W. SCOTT-GILES in *The Road Goes On* (The Epworth Press, 15s.), a handsome volume constructed on a fascinating plan. It is a symposium of extracts from writers of every kind, each quotation chosen to illustrate the points made. Besides his skilful selection, Mr. Scott-Giles contributes bridge-passages and other editorial equipment to bind the passages together and so give artistic unity. It makes delightful reading having literary grace as well as historical appositeness. The reader will pick up much interesting and instructive information and enjoy himself in doing it. There are no technicalities, but the essentials of road construction and planning are made plain.

A Model History

WHAT should be the ingredients and lay-out of the ideal history of local government? It should include: a statement of the statutory and other organisational bases; the way in which they work in practice; and the circumstances in which they grew up, particularly the changing social environment—in other words, how and why present-day local government is what it is.

K. B. SMELLIE, in *A History of Local Government* (Allen & Unwin, 7s. 6d.), has carried out his task pretty nearly to perfection. He mingles the facts about structure with explanations of function; he makes no assumptions about his readers' prior knowledge; he distils essentials from detail; and he links the past with the present to the illumination of both. The style is clear, accurate, and reasonably bright. The book, of less than 200 pages, should be equally attractive to those whose profession requires them to read it and to those who merely want to understand the how and why of municipal life today.

Transport Behind the "Curtain"

WHEN I picked up *Soviet Transport* by Professor V. OBRAZTSOV and others (Soviet News, 1s.), I hoped to find something about the buses and trams providing services corresponding to our municipal transport. But, to my disappointment, it was limited to rail, air, and water.

Railways being one of my hobbies, I can testify that the sections devoted to it are technically sound. The whole booklet is bright and enthusiastic and it is one of the series, published by *Soviet News*, describing Russian life and institutions. It helps to lift the alleged iron curtain.

How to Use the Land

"THE problem of planning for the countryside of Britain is to reconcile conflicting claims upon our limited land space." So writes JACQUELINE TYRWHITT in *Planning and the Countryside* (Art and Educational Publishers, 2s. 6d.). It is, indeed, a tussle. Houses, factories, airports, roads, farms, schools—all deserve consideration and all claim priority. Miss Tyrwhitt's booklet emphasises the needs of agriculture, but sets her rural problem against the urban background, since townsmen, as she says, are "heavily in the majority." It is an odd, scrappy little book, hardly more than a series of notes containing some useful figures.

National Parks

WE must not forget the case for the preservation of land for the sake of its beauty and to provide a playground or holiday resort. What Mr. Clough Williams-Ellis calls "the physical and spiritual needs of these herded millions" have impressed themselves on the public imagination. Now, we want support for the protection of large tracts of country from further sophistication. The urban forms of open spaces—parks and recreation and playing fields—are assured by statutory provision, but the need for the wilder resorts is less firmly established. In *National Parks for Britain*, HENRY CHESSELL (Cornish Brothers, Birmingham, 8s. 6d.) usefully restates their advantages. He wisely emphasises the fact that within a national park, agriculture and forestry could continue unaffected.

His book means well, but his gifts of advocacy are, perhaps, unequal to his sound thesis.

Case for Planning Hull—

THOUGH few of us can find time to look at all the plans for which war has provided an opportunity, we should all see Hull's. Prepared for the city council by the late Sir Edwin Lutyens, Professor Patrick Abercrombie, and other distinguished planning experts and city officials, it is published at 15s. by A. Brown & Sons, London and Hull. Outstanding in typography and illustration, it is as fascinating in its detailed argument as in its presentation of the general case for planning. You do not need to be a citizen of Hull to find its local problems of interest. A great port and industrial centre heavily damaged by the enemy, a city still bearing marks of its original plan devised by Edward I but seriously injured by the developments of the railway age, and hampered by flat land, an excess of level crossings, and a complex system of rivers and open drains, it presents many problems to the planners. But the book makes town planning a vivid reality and provides as fascinating an evening's reading as any work of fiction.

—and Chester

THE Chester plan was prepared by CHARLES GREENWOOD, the city engineer and surveyor, and is published at 10s. 6d. by Philipson & Golder, Chester. It deals with a city of great beauty and longer history, but with less extensive and complex planning problems than Hull. The photographs hardly do justice to it, but although the whole work is conceived on more modest lines than the great plans in the Abercrombie tradition, it seems to be a workmanlike product in its own field. The problem is not that of a blitzed city, for the task is to preserve rather than to rebuild. Yet Chester is not a museum piece to be preserved without alteration; it must be adapted to the new needs of new times. To one outside reader at least, the plan as published seems to achieve that delicate compromise.

at random —— by "hyperion"

Lighten Our Darkness

"Special showing of the great morality film and lecture on the TRAGEDY OF IGNORANCE in the TOWN HALL, MITCHAM . . ."—*Extract from leaflet on sex education.*

Try It in Russia

"Be Communist, and dodge the common queue;
Be Communist, and break the common Chains."
But what would happen if one took that view
In any land where Communism reigns?
—Sir Alan Herbert.

Off the Record

COUNCILLOR—"What exactly is a conservator? Is he one of those men who walk around with a stout walking-stick with an iron spike at the end?

LABOUR MEMBER "No, Sir, that is a Conservative, not a conservator."

Stamp 'Em Out

"A comprehensive Anti-Natal service should be installed without delay."—*From a municipal election address.*

"Aren't We all?"

"Man wanted, used to housework."—*Classified advertisement in Bedfordshire paper.*

Politician Defined . . .

"A State-paid official who, for one reason or another, makes everybody very uncomfortable today in the optimistic hope that they may grow to like it tomorrow."—*Maurice Lane-Norcott*

So That Explains It!

Civil Service Vacancies (neither sex). For details of openings, age limits, pay, entrance exams., etc. for all branches, write for free Civil Service Handbook, B.T.I. (Dept. 170), 356, Oxford Street, W.C.1.—*Advt. in "The Times"*

New Wonder Drug

Joe Louis at a night club: "I don't like money,

actually, but it quiets my nerves."—*Magazine Digest.*

Genius Will Disqualify

A man attains high office because his mediocrity prevents him from being a menace to his associates. That is why a democracy is ruled, not by the men who are most competent to rule it, but by the men whose insignificance can excite nobody's apprehension.—*Somerset Maugham*

Arithmetic of War

Those who want to be a hero
Add up to the sum of zero;
Those who want to be civilians
Total somewhere in the millions.
—O/C A. L. Crouch

No Time to Think

They say it happened in Paris. A reporter buttonholed a hurrying diplomat and asked what he thought about a certain international problem. "Don't bother me now," snapped the diplomat, "I must make a speech. This is no time to think."—*Walter Winchell.*

Cynics' Corner

No sane woman ever loved a man before she knew him. Did any sane woman afterward?

Good men, in books, usually marry and live happily ever afterwards; bad men don't marry and come to a miserable end. That is why it is called fiction.

A cynic is a man who looks both ways before crossing a one-way street.—*Playgoer and Millgate.*

It used to be said by men of the world that there were only 34 Rembrandts in existence, of which 51 were in the United States.

a nalgo diary——by "abingdon"

Christmas Cards For All : Local Government on the Air : No Tax on Examination Success Grants

CHRISTMAS greetings to all my readers !

Judging from the hot-cake sale of NALGO (Benevolent fund) Christmas cards, there will be no dearth of compliment-passing this season. I am told that there are sufficient NALGO cards for me to send one to each member without exhausting stocks, but since the Building Society does not make loans for such a purpose, I shall be unable to make the test.

Still, it is gratifying to know that, even if we cannot find the turkeys, fruit, and wine Mr. Strachey has promised us, or the nylons for which our wives are clamouring, we can get as many as we want of the most attractive greeting cards—with envelope—for 5d. and 8d. each without queueing or shop-crawling—as long as we don't delay ordering *too* long. All that is needed is to tell the branch secretary how many are wanted, or to send a postal order and a note of the number and subject required to NALGO, 24, Abingdon Street, London, S.W.1.

I quote a few unsolicited testimonials :

"*Really very lovely and a credit to NALGO*"—Aberdeen.

"*So much appreciated that I have had many requests for more*"—Gloucester.

"*Congratulations of the branch*"—Clacton.

I.T.L.G.A. ?

Apropos of plenty, B.B.C. listeners have heard, in the last month or so, an unprecedented number of programmes built around local government. Welsh Home Service started the ball rolling with a discussion in the Welsh Forum series, "Should we centralize local government?" London followed by putting an assistant director of education in the Teachers' Witness Box and cross-examining him on the new idea of school-children studying history and geography from their own town.

Then the Public Inquiry series broadcast, from Todmorden, the debate "Should local government be run on party political lines?" which provoked much lively discussion.

Before the broadcast, a Public Inquiry broadsheet published by the Bureau of Current Affairs, giving a 1,500 word, bird's-eye, view of local government was circulated to discussion groups. This provides a most useful summary of its structure and, at my suggestion, the Bureau is considering making a reprint specially for the use of branch P.R.O.s, lecturers and exhibition organisers.

Finally, Douglas Houghton and Ernest Long (secretary of the I.M.T.A.) returned to the microphone in a new Light Programme Forces Educational 10.40 a.m. series of Penny on the Rates talks—about the work of councillors.

"Try NALGO"

The Post Office thinks, apparently, that NALGO is the authority on all local government matters. A letter from Massachusetts, addressed to "Local Government Boundary Commission, London, England," was delivered at Headquarters, endorsed "Try NALGO."

Let's Get This Straight !

Notwithstanding the ruling of the Board of Inland Revenue—reported in the October journal—that grants made by local authorities to officers in recognition of examination successes were *not* liable to income tax, some local tax inspectors persisted in the view that they were.

NALGO took up the point again with the Board of Inland Revenue, and it has confirmed its previous ruling that these grants are not taxable.

So now you know !

A Windfall for the Needy

Some time ago, the members of the Leatherhead Urban Traders' Mutual Assistance and Salvage Scheme decided that they would like to recognise the wartime services of J. L. DAVIES, engineer and surveyor, Leatherhead, who formed and directed the scheme, and of MISS H. G. WILKINS, his secretary. They did so in the happiest way—by presenting to the Mid-Surrey branch a cheque for £25 for the NALGO Benevolent and Orphan Fund.

District Staff Change

STANLEY DAWSON, assistant district officer, **Yorkshire,** will take over the **East Midlands** district office at Nottingham at once, pending the selection, at the January N.E.C. meeting, of a district officer to replace STEPHEN DUNCAN, who has gone to Lancashire county as its P.R.O. Mr. Dawson, who was appointed to the district staff in March, was formerly stores superintendent in the transport department, **Leicester,** an executive member of the branch since 1940, and its secretary since 1942.

Study in Style

They certainly know, in the North West, where to hold their week-end schools. "Loughrigg Brow," high above Ambleside, overlooking Windermere, was the recent choice of the Northern branches sub-committee of the **North Western** district. There, 70 NALGO students heard lectures by R. H. ADCOCK, county clerk, **Lancashire,** and A. L. BINNS, chief education officer, questions put to, and answered by, a trust of the civic brains of the district, under the questionmastership of the inimitable E. L. RILEY, prime Charter negotiator, and part-songs by the up-and-coming **Barrow** NALGO male-voice choir.

Successful Eastern Appeals

Thirteen appeals out of 22 before the **Eastern** provincial council appeals' committee last month were allowed in full. Of the nine remaining, six were partly met, one was deferred, one withdrawn, and only one turned down.

Essex Branch Refresher Course

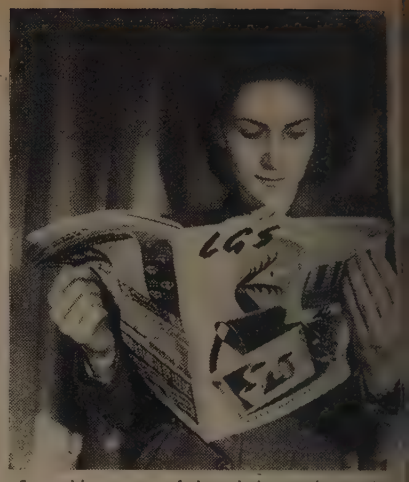
Here is another addition to the list of refresher courses. **Essex** county branch has sent me a copy of its winter programme. Lectures, designed to give a general picture of local government today, will be given by chief officers and deputies of the county and other authorities.

Clever Recruiting Novelty

". . . *Ruislip-Northwood branch of NALGO cordially invites . . . . . to become a member of the branch. R.S.V.P. to branch secretary,*" reads an invitation card that, I am told, has already led to seven acceptances, two promises, and one nibbling, out of fifteen invited. On the reverse side of the card are a few slick paragraphs that put NALGO, the trade union movement, the National Whitley Council, and the branch, in a nutshell. Original, and effective.

Wall Charts Teach Home Pride

Latest development in local government publicity comes from visual education experts, "Educational Publicity," who have designed and printed a series of wall-charts, for hanging in libraries, town halls, and showrooms, to educate the householder and his family in looking after their (and the local authorities') homes. How to keep pipes from bursting ; how to mend a fuse how to paint your living-room yourself ; how t keep your house dry—these are some of the useft lessons tackled. There's a new series on the wa —"You and your town."



Spotted in a corner of the printing section reading room of the "Britain Can Make It" Exhibition, a visitor seems to find something of interest in NALGO's journal, LOCAL GOVERNMENT SERVICE, selected for display there as an example of good typographical design and rotary printing.

Exhibition Bookings

January bookings of the local governmen exhibition have been made by **Preston** (4), **Buck county** (18—Feb. 4), **Croydon** (25), and **Dudle** (visiting libraries from January to March).

Slough Looks Ahead

A daily nappies service for mothers ; a publi laundry ; council houses with built-in furniture— and rooms for odd-jobbing ; a fit-for-service tes for future councillors ; a miniature zoo ; stag gered shop hours ; frost-proof plumbing—thes were some of the many suggestions for improvin Slough made in an open competition run by th local civic society and summarised in a sixpenny handbook "The Slough I Want"—a brillian example of public relations in reverse ; letting th citizens tell the corporation what they want.

Congratulations to :

J. P. FORREST, chief clerk, town clerk's depart ment, **Dewsbury,** one-time occupier of every position in the department from office boy up founder member and one time holder of every post—except treasurer—in the branch, including presidency and chairmanship for 23 years, on his retirement after 52 years' service.

J. S. B. GENTRY, commercial superintendent **Port of London Authority,** and a member of the **P.L.A.** branch, on his appointment as genera manager, Tees Conservancy Commission.

F. LAYTON—on holding the secretaryship and treasurership of **Malvern** branch since its forma tion more than 26 years ago. He has just re linquished both offices.

I owe an apology to F. D. BARTON, chief clerk town clerk's department and mayor's secretary at **Colchester,** who was reported last month to have retired after 30 years' service. Mr. Barton has in fact served for 50 years.

OBITUARY

WE regret to record the death of FRANK A. GIBBS, aged 63, member of the N.E.C. in 1930-31, who retired last year on medical ground after 20 years as deputy county treasurer, **Somer**setshire. He was a member of the branch executive from 1914 to 1934 and branch secretary for four years.

HOUSE EXCHANGE SERVICE

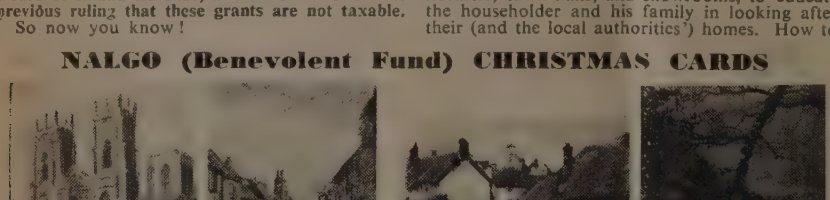
Members wishing to exchange houses are allowed one free insertion of their announcements.

DERBY.—Mod., semi-det, 2-bed, for house or flat in, or near, **SHREWSBURY.**—Hobbs, 36, Vancouver Avenue, Spondon, Derby.

SIDCUP.—Semi-det., 3-bed., house with brick garage 11 miles Charing Cross, for house in, or near, **BRISTOL** —Hiscock, 52, Longlands Road, Sidcup, Kent.

BRIGHTON.—Rented 6-rm bungalow, 7 miles Brighton 2 miles Newhaven, on main bus route, for rented house or bungalow **BIRMINGHAM** area—Brightwell, 47 Albert Road, Birmingham 17 (Harborne 1070).

NALGO (Benevolent Fund) CHRISTMAS CARDS



A B C D

Here are the four cards now on sale for the benefit of NALGO's Benevolent fund. "York Minster" (A) and "Mermaid Street, Rye" (B) at 8d. each, printed in full colour. "Countess Wear" (C) and "With Feet of Silver" (D) at 5d. each, are in black and white.

re Local Authorities Growing Too Big and Unwieldy?

E are all agreed that the small authority must go, but is not the pendulum nging too far in the other direction of large inistrative units, so huge as to be unldy and lacking in community life? I rd recently of a town of 50,000 which has wn enormously in the last few years and is ducted efficiently, yet its near neighbour, a nty borough of almost 1,000,000 populan, is anxious to absorb it. What good purse will be served if this is allowed to happen? NALGO has always held that the most ctive form of local administration was the nty borough council which is big enough function efficiently, and not so big as to ome unwieldy. The present discussions ct all local government officers and the ner the new boundaries are decided the ter for all concerned. Meanwhile, it would of interest to know what action the N.E.C. aking in this matter. If I remember rightly, NALGO Reconstruction Committee sidered that the most suitable town was one h a population between 75,000 and 150,000. At a recent meeting of a Northern county ncil it was decided in two hours to authorise expenditure of £4,000,000, and I am assured at least one councillor that the problems re so huge that it was impossible to grasp all applications.

Apart from the effect nationally, the present certainly about the revision of boundaries is wing a disturbing effect upon local governnt officers generally, and I feel that the ention of the N.E.C. should be particularly d urgently directed towards this problem.

The Council House, W. L. KAY.
Mytholmroyd, Yorks.

As an Association, NALGO has adopted no cy on this matter. The Reconstruction Comttee was an independent group of officers and ither the N.E.C. nor Conference endorsed its oposals.

HE CLOSED SHOP

Outrage on Human Spirit"

THIS largely godless age is one in which principles are constantly sacrificed to expediency, d irresponsible servitude is reckoned above sponsible service. It is not surprising, therefore, at the trade union movement, which began as a ies of voluntary associations of individuals a common purpose, has deteriorated into the mation of virtually private armies, using tes as weapons and assuming powers over eir members which were never contemplated ginally.

The closed shop issue indicates that we are now the point where the moral value of voluntary sociation is regarded as of negligible impornce compared with the nominal increase of ting, that is, fighting, power, to be obtained by mpelling men to join a union. Quality of embership is to be disregarded in the pursuit power over the individual, and the unions will able to exercise an authority which fallible men e spiritually incapable of wielding, no matter nat legal sanction may "deem."

It is an outrage upon the human spirit for men have their decisions and actions decided by hers, and that association with others should compelled or forbidden, instead of being garded as a responsibility to be discharged ividually according to conscience. The tragedy that those who advocate the acquisition of ch powers genuinely believe it is in the interests employees and unions; and the stronger this lief, the further they are prepared to go in their croachments upon the liberty and responsibility the individual. Even your leader-writer, while jecting the two grosser forms of the closed shop, willing to adopt the third, failing to see that ere is no fundamental difference in principle.

The closed shop in any form represents an warrantable and morally inadmissible preemption of power over the human personality. ALGO, in the long run, would have more estige among employers and employees alike ere it to uphold the voluntary principle and ssociate itself from all methods which might, en indirectly, increase its membership by other means. Freedom truly is in peril; let NALGO defend it!

38, Heath Terrace, RALPH E. ROWLATT.
Leamington Spa.

Let Non-Members Refuse Benefits

EVERY member of society has an obligation to his fellow men. Those officers whose opinions do not allow them to join NALGO should refuse the advantages which the Association obtains for its members.

In my authority, the "No Jimmies" who will not join NALGO, nor any other union, are always the first to decry their working conditions and to inquire "how their increments are going."

The monthly prize of half-a-guinea for what, in the Editor's opinion, is the best letter on a subject of general interest to members, goes this month to W. L. KAY.

Letters must be kept short. More than half of those received last month have had to be held over through lack of space, despite drastic condensation of those published.

Use of pen-names is allowed, but letters not accompanied by the sender's name and address as a guarantee of good faith will not be published. Letters for the January Journal must reach the Editor, 24, Abingdon Street, London, S.W.1, by Wednesday, December 11.

Surely an idealist—in whatever strange direction those ideals may lead—should be willing to "suffer" financially or otherwise for his or her opinions.

Horsham. ENID L. JOHNSON.

"SALARIES TOO LOW"

Was Case Understated?

IN his prizewinning letter last month, arguing that, even with the bonus, local government salaries are too low, my colleague, F. Newman, understates his case.

Many of us, even yet, have not begun to benefit from the Charter, and most of those who have will not obtain full Charter scales until October, 1947. Consequently, our present salaries, including bonus, represent an increase far below the 42 per cent. Mr. Newman quotes. Indeed, real hardship exists, particularly among officers returned from the forces, some of whom are living, thanks to the housing shortage, up to, and more than, 30 miles from their work. Moreover, Mr. Newman omits to mention the lower scales for women. Fortunately, the report of the Royal Commission, disappointing though it is, does at least suggest that there is a case for equal pay for women in the local government service.

I suggest, therefore, two further points for immediate consideration by the N.E.C.:—

1. A speeding up of Charter *implementation.*
2. The abolition of special salary scales and bonus for women.

West Ham. R. J. ROWLEY.

"Worse Than in 1933"

FOR many officers, the position is worse than Mr. Newman's figures suggest. In Nottingham, those who were getting £250 a year before the war have, in the main, been put in the General Division—with the result that, by the time they reach their maxima in October, 1947, they will be getting, in salary and bonus (failing any further bonus increase), only £360. This is 44 per cent. more than before the war—20 per cent. lower than the increase Mr. Newman's diagram shows for provincial officers. I fully endorse his plea for early action to bring the bonus into line with the real increase in the cost of living. Today, the purchasing power of local government officers is much lower than it was in 1933, when the Ministry of Labour index, now 103, was only 36 per cent. above the 1914 figure. If nothing is done, our reply to "Britain Can Make It" will be "Local Government Officers Can't Buy It!"

One of the prime functions of NALGO is to *improve* the conditions of its members. At present, in many cases, the conditions are not being maintained even, let alone improved, and serious concern is felt by members; to such an extent that there is talk of leaving NALGO and taking up membership with what are considered more progressive associations.

15, Longore Square, P. PAXTON.
Wollaton Park,
Nottingham.

Little Benefit to Higher Grades

PERCENTAGE increases since 1939 in the pay of employees of a Lancashire county borough are:

Cleaner ..	91	L.G.O. (gen. div., at 26)	60
Caretaker ..	58	L.G.O. (senior clerk, above gen. div.) ..	29
Joiner	54		
Labourer ..	62	Teacher	43

Present scales in the general division can be fairly compared with pre-war scales only at age 26, since this was the age at which the maximum of the former Lancashire and Cheshire provincial council scale was reached. Bonus has been included in each case.

The inference is obvious—namely, that local authorities are giving effect to the intention of the Charter only in the general division; above that, the principle is nearest grade to present maximum.

Salford. F. WARREN.

"Ill-Advised to Ask for More"

I AM grateful to NALGO for the welcome increase in my salary, but in view of the recent statements by the Prime Minister, I feel that public servants will be ill-advised to ask for more at present.

The public servant has the advantage over the the majority of clerks in industry by security of tenure—and before the war his salary was incomparably better. INQUIRER.

THE CHARTER AGAIN

How Are Others Faring?

IT would help to clear our minds of misconceptions about the effect of the Charter if we knew more about what was happening in other authorities. While it is difficult to compare individual cases, the publication of figures on a departmental basis would be interesting. For example, in my section of the finance department, we have one P.T.A. VI, six P.T.A. IVs, four Higher Clericals, four Clericals, and five General Division clerks. If we should hear that at Bumbleton-on-Slush the similar department has four P.T.A. VIIIs and 10 P.T.A. VIIs, out of a staff of 14, we should justifiably feel peeved, but if, on the other hand, Great Muddiford reported 70 per cent of its staff in General Division and nobody above Higher Clerical, we might consider that our council was not so bad after all . . . a point on which some doubt seems to exist at present.

Fulham. C. L. LINDLEY

NALGO hopes later to obtain returns from branches and to make the suggested comparisons. But it will not be easy to collect the information, and it is not available yet.

Effect of Transfer

IN reply to "Vigilant" (October journal), I suggest:

1. That Miss "A," who reached her 30th birthday on April 3, 1946, would not qualify for a scale increment of £8 until May 1 in accordance with Paragraph 23(a) of the Charter, assuming that her salary is paid monthly; and
2. That officers transferred from one department to another are still in the employ of the same council and are not, therefore entitled on transfer to proceed immediately to their appropriate position on the scale unless such transfer amounts to promotion within the meaning of Paragraph 27(c) of the Charter.

Stafford. "ALSO VIGILANT"

Both points are correct, but the officer referred to by "Vigilant" as having been transferred was dismissed by one department and reappointed by another, which makes all the difference.

"NALGO a Weak Trade Union"

YOUR footnote to "Vigilant" in the October journal, explaining that the carry-over anomalies are part of the price demanded by the employers for the better salary scales in the Charter confirms my suspicions that NALGO, of which I have been a member for more than 20 years, is a weak trade union with little bargaining power. How is it that the N.U.T. can get the salaries of teachers increased in one "jump" from £300 (plus bonus) to £525 for a man assistant, from £250 to £420 for a woman assistant, from £459 to £705 for a man head-teacher, and from £369 to £580 for a woman head-teacher?

In the case quoted by "Vigilant," Miss B must wait 1½ years for an increment of £68 10s. She and the teachers are local government

employees, so why cannot both have the same treatment? The "grading" in my office has just been received, and the anomalies are absurd. It is time N A L G O used the bargaining power which certain other trade unions use when it cannot attain its legitimate claims by other methods.

ALSO VIGILANT II

The comparison with teachers is not quite so simple. Their salaries were increased largely because the McNair Committee reported that "without improved salary arrangements and prospects, the country will not secure the quality, and still less the quantity, of teachers required . . . to give effect to the fundamental educational reforms . . ." A similar report about local government would make a difference! What does "Also Vigilant II" mean by his last sentence? Is he prepared to strike? And, more important, are his colleagues?

Is Grading National?

IS the Charter *national* in the sense that what is paid in one county to, for example, a clerk of works will also be the same throughout the country?. Or is every authority to grade according to its own inclination? None of the members I have asked can tell me.

Also, should not the suggested list of examinations include the Higher National Certificate in Building?

NEW MEMBER

Llanelly.

Grading has been left to the local authorities—with provision for appeal by every dissatisfied officer. Any other course would have been impracticable, first because the duties of similarly-titled officers vary from place to place, and secondly, because the attempt to standardise grading from the start would have delayed the Charter for months, if not years. But the appeals procedure will, in time, produce a wide measure of standardisation. The list of examinations, already a long one, will be revised later.

Tell Forces Members!

SHOULD not authorities which have adopted the Charter inform their officers still in the Forces or on war service, of their grading—especially since make-up of service pay, superannuation contributions, and appeals may be affected?

Buckhurst Hill. "STILL WAITING"

Local authorities are under no obligation to notify officers in the Forces, although it would be courteous to do so. Where the authority does not notify, could not branches do so? In any event, such officers can always ask their authority—and they can appeal after their return if they are dissatisfied.

General Division After 30 Years

IN Plymouth we have officers with more than 30 years' experience who have been put in the General Division, with a reduction of holidays—all for the love of local government!

"ATOM BOMB."

THE EXAMINATION BAR

Exempt Ex-Warriors

AT least 75 per cent of the ex-Servicemen, who, because of their age, served for the maximum period in the Forces, now find, in accordance with a Charter compiled in their absence, and without representation from them, that to obtain a reasonable salary, they must sacrifice in study the home life for which they gave their best years. And if they are prepared to make this sacrifice, their chances of success in any examination, after so long a break, are low. Few who served overseas were able to make use of the army educational schemes.

The possibility of an educational loan offers little inducement, for, should the ex-Serviceman fail in the examination, it will be an additional millstone round his neck. If he has been lucky enough to find a home, his meagre capital will have already been spent, and his future mortgaged for many years.

Is N A L G O going to help remove this bar and let promotion from the general division be based on merit? Remember that it is mainly due to these men that the Charter has become, for some, one of the few fruits of victory.

"DISILLUSIONED EX-SERVICEMAN."

Chester.

Why be so pessimistic? The success of the many refresher courses now in progress throughout the country shows that most ex-warriors are keen—and can do it

CONSCIENTIOUS OBJECTORS

N.E.C. Decision Condemned

MY branch executive committee, at its last meeting, unanimously deprecated the decision of the N.E.C. recommending that there should be no further penalisation of conscientious objectors, and declaring that, where a conscientious objector who was a member of N A L G O at the time of his suspension or dismissal, applied for reinstatement, the Association would assist him in his application, provided that he carried out any directions of the Tribunal.

The executive considered that, since many members were still serving with the Forces, those demobilised were still on the Reserve List and subject to recall at any time, and conscription was still in force, these resolutions were ill-timed and ill-advised, and were likely to prejudice the rehabilitation of ex-Servicemen for the reason that conscientious objectors, by virtue of their wartime direction, might have gained experience in local government work, as opposed to ex-Servicemen who have been absent for a number of years.

In addition, strong objection was taken to the use of the word "penalised," in view of the fact that the conditions of conscientious objectors during the war were, with few exceptions, more favourable than those which obtained for men on active service.

It was felt that action should have been deferred until every serving member had been satisfactorily reinstated and it was clear that those still liable to conscription would not be prejudiced. I was instructed to forward the executive committee's deprecation to the N.E.C., and to bring the matter before the district committee.

Several ex-Service members of the branch are threatening to resign if the N.E.C. pursues its policy, but it is felt that, if other branches adopt the same attitude, pressure may be brought to bear upon the N.E.C. to reconsider its decision, or that, alternatively, the matter can be raised at Conference. This branch still has thirteen serving members.

Cheltenham. E. I. N. BRADSHAW.

BRANCH ELECTIONS

Voting Restriction Criticised

I HAVE just received a ballot paper for election of branch representatives. It reads—in capitals—"Voting for more *or less* than three candidates will disqualify the ballot paper."

The maximum restriction is understandable, but not the minimum. What legal or moral grounds has the N.E.C. to impose such a condition? This kind of edict is tantamount to a closed shop franchise, and accords ill with N A L G O's general policy.

PEW.

This is a long-standing and normal rule, also applied by Conference to N.E.C. elections.

OUR HOUSING ARTICLE

Was It Unfair to Builders?

IN his article on speeding up the housing drive in the October journal, Mr. Leeming writes: "You don't ask the builder what he wants—you tell him the price he will get." If this means anything, it is that the builder is not to be consulted on the reward for his labour. Were this principle to be adopted, how long would it be before local government officers were told the same by local authorities? For years, N A L G O has been claiming a voice in the fixing of salaries and service conditions, but can we maintain these claims if we are not prepared to allow similar claims to others?

In support of the statement that private enterprise could do no better than local authorities are doing, Mr. Leeming quotes the example of master builders in a Lancashire county borough who, offered the building of a substantial number of houses, had not made a start after several months. To use such an example as an argument for public enterprise is, in my opinion, as illogical as it would be to say that, because loyal N A L G O members refused to apply for a vacancy in a "blacklisted" local authority, the functions of that authority should be transferred to the central government. Master builders have as much right as N A L G O members to refuse an appointment offered them.

Let me quote another example. Hearing that a local builder was to build houses for letting, I told members in the Forces who were wanting homes. The builder planned six houses—but he has built only two, both of which are now occupied by members of my branch. The other four houses have not been built because the builder cannot obtain a licence—in other words, because of the veto of a public body. How true it is that people are being "crucified on a cross of dogma."

112, North Road, P. J. SCRIMSHIRE.
Hertford.

"OUTLINES OF LOCAL GOVERNMENT"

Was Edward Kay Justified?

DID your book critic really mean his rather scathing criticism of Mr. Clarke's latest edition in the October journal?

I cannot see much mystery for its popularity. A demand continues for this book not so much because it is inexpensive in comparison with many other local government books, but because it is what it says, "An Outline" indicating the wide field of statutes, legal background, and fundamental principles affecting local government. Students requiring deeper study of a special branch are well catered for in other usually more expensive, publications, but they will still look to "Clarke" for reference and initial detail.

Local government itself is the picture moulded from time to time by the practical application—positive or negative—of the various powers and principles by the hands of those concerned with their execution and administration.

I have attended lectures by Mr. Clarke and was impressed by his obvious sincerity and eagerness to stimulate and satisfy the interest of all students and to pass on to them as much as possible of his deep and wide knowledge and understanding of the complex subjects allied with local government. Mr. Clarke's expert guidance and services in the interest of local government education cannot be too highly commended.

ERNEST BLEACKLEY.
14, Raglan Road, Walthamstow, E.17.

Edward Kay writes: *I gave some of the reasons for my adverse comment on Mr. Clarke's book and your correspondent does not controvert them. In essence, my objection is that the book fails to provide a clear, easily comprehensible description of local government as it is today. There are, to my omissions and inaccuracies, while dead matter is included which should be pruned to make way for up-to-date material. You will hardly spare space for a list of these defects, but I have sent you some samples which could be shown to any interested reader. Instances are the omission of reference to staff questions (even the* 1934 *Hadow report is not there), municipal buses, nurseries, British restaurants, the various proposals for local government reform, the national health service, the* 1944 *Education Act, and the famous reports on education*

T.U.C. AFFILIATION

Has the Position Changed?

RECENT events have given new emphasis to the case for affiliation to the T.U.C.

As soon as the great civil service unions were relieved of the restrictions of the Act of 1927 they voluntarily "affiliated," thus ending a situation which provided our anti-affiliation colleagues with what they regarded as a powerful argument.

On the "closed shop" issue, the T.U.C. has not behaved as the anti-affiliationists were wont to suggest. It would have been easy for it to have embarked on a line of action damaging to N A L G O. Yet it made no attempt to dictate to or coerce N A L G O into affiliation; rather did it show a clear respect for the declared policy of N A L G O. Indeed, so close are N A L G O and the T.U.C. in spirit that your November number has a headline: "T.U.C. Uphold N A L G O Policy."

The opponents of affiliation will have to find newer and better arguments, since the T.U.C. has displayed none of the predicted vices. But it would be more admirable if they ceased to stand in our way so that we might the sooner take our rightful place in that great movement which we should have joined before this.

79, Binend Road, JOHN S. COVENTRY.
Nitshill, Glasgow.

IS "L.G.S." TOO STODGY?

Belated Recognition

EVERY month since I left the Barking Corporation, its forces liaison officer has regularly sent me a copy of "L.G.S." and a little scandal sheet of his own. I always read the latter but shortage of magazines and periodicals was never great enough to tempt me to read the former.

Then, early this year, I just had nothing to rea

(Continued at foot of next column)

rst "Company" Branch Launches Magazine

HESE public utility people mean business ! Northmet, first and biggest of the new public ty branches, has already produced a maga- of its own—and a fine one it is.

s object is to keep the branch's five area mittees and 23 sub-sections in touch with t is going on. The first number, ably- ten, printed, and set out, is packed with le union news and comment reflecting a h degree of internal organisation in a nch only six months old. This is borne by the membership total of 1,100—approx- tely *one hundred per cent.* of eligible staff. k to your laurels, branches everywhere !

ut many other utility branches are not behind, and available figures show enrol- ts of no less than 75 per cent. of the ntial membership in the 82 companies ered by existing or newly formed branches. est additions to the list of company staffs ing the Association are :

ELECTRICITY.—**Buckrose** Light and Power, **-of-Wight** Electric Light and Power, **hians** Electric Power, **Rushden** and district tric Supply, **Scottish** Southern Electric ply, **Shropshire, Worcestershire** and **Staf- dshire** Power, and **Wellingborough** Electric ply Companies.

GAS.—**Bishop Auckland** district, **Brynmawr Blaina, Galashiels, Glossop, Irvine, Kelso, lcliffe, Farnworth** and district, and **Vale of en** Gas Companies.

WATER.—**East Kent** district, **Gosport, Mid t, Portsmouth,** and **South Kent** Water mpanies.

uel Overseers To Get More

OCAL fuel overseers whose salaries are reimbursed by the Ministry of Fuel and wer are to get more pay, based on Charter les. At the request of NALGO, the nistry has informed local authorities that will recognise as reasonable claims made hin the following maxima—with effect from ril 1 this year :

opulation up to 5,000—£300 ; 10,000—£325 ; 000—£350 ; 25,000—£375 ; 50,000—£400 ; ,000—£450 ; 150,000—£500 ; 250,000—£575 ; ,000—£650 ; Edinburgh, Leeds, and Sheffield ,750 ; and Manchester, Liverpool, Birming- n, and Glasgow—£850.

The appropriate grading for routine clerical rkers in local fuel overseers' offices, the nistry adds, will generally be the general vision of the Charter, but where respon- ilities undertaken qualify the employee ncerned for the clerical or the higher clerical ision, local authorities should first seek approval of the regional coal officer, giving l details of work and responsibilities.

(Continued from preceding column)

l was forced to try this "heavy" looking rnal. To my surprise, I became so engrossed t I read it from cover to cover and have done so h every copy since.

R.A.F., Manipur, India. P. WHETTER

This is the sort of letter we like—though we uld have liked it better had Mr. Whetter taken plunge sooner !

ce missing capitals

your november edition contained an excellent icle by councillor brian barker i certainly agree t good design is very desirable who wouldn't l that local government can give a lead your gazine gives a lead by omitting capitals where y should be found and next perhaps will omit punctuation like this or will it i hope not a urn to the more usual practices would make ur pages more attractive and easier to read nthesunusualstylesdo

4 linnet lane w m richardson
sefton park liverpool 17

Must we always be conventional ? And, if so, y has Mr. Richardson never condemned those ver headlines in which every word begins with a pital ? We are willing to bet that every reader o begins Mr. Richardson's letter will read every rd of it—and isn't that the answer ?

CHARTER PROGRESS

Now Adopted By Over 1,360 Authorities

OF the 1,530 local authorities in England and Wales, 1,276 have now adopted the Charter. This is 58 more than last month's total. Eighty-eight other authorities have also come into line, making a grand total of 1,364. The local authorities concerned fall into the following groups :

57 out of the 62 county councils.
79 out of the 83 county boroughs.
25 out of the 29 metropolitan boroughs.
255 out of the 309 non-county boroughs
467 out of the 572 urban districts.
393 out of the 475 rural districts.

1,276 1,530

Additions to the last published list are as follows :

COUNTY COUNCILS
Cheshire, Denbighshire, Derbyshire, Middlesex, Wiltshire.

COUNTY BOROUGHS
St. Helens, Wakefield.

METROPOLITAN BOROUGHS
Bethnal Green, Shoreditch.

NON-COUNTY BOROUGHS
Barking, Brackley, Dagenham, Deal, Wokingham.

URBAN DISTRICTS
Amblecote, Amlwch, Blackrod, Blaenavon, Bridgend, Brierley Hill, Brigg, Brynmawr, Caerleon, Chadderton, Cwmbran, Dalton-in-Furness, Driffield, Haydock, Hayes & Harlington, Holyhead, Kirkby-in-Ashfield, Knutsford, New Mills, Northwich, Oswaldtwistle, Pontypridd, Sandown, Shanklin, Spalding, Wellington (Salop), Westbury, Westhoughton, Whitworth, Wilmslow, Wimborne, Minster, Withnell.

RURAL DISTRICTS
Aethwy, Banbury, Boston, Bucklow, Carmarthen, Congleton, Crickhowell, Dulverton, Elstree, Hexham, Malmesbury, Oswestry, Petersfield, Rochford, Shipston-on-Stour, Smallburgh, Stockton, Uttoxeter.

OTHER AUTHORITIES
East Norfolk Rivers Catchment Board, North East Lancashire Joint Town Planning Committee.

Deletions from list.

The following authorities should be deleted from previous lists : **Monmouthshire C.C., Kidwelly B., Neath B., Penybont R. D.**

46 Authorities Adopt "100% Union" Policy

AT the date of going to press, the following authorities were reported to have adopted the "100 per cent. Union" policy :

Authorities making trade-union membership a condition of employment :

COUNTY BOROUGHS
Barrow-in-Furness, Gateshead, Leicester, Rotherham, Salford, West Ham, York.

METROPOLITAN BOROUGHS
Finsbury, Fulham, Hackney, Poplar, St. Pancras, Shoreditch, Stoke Newington.

NON-COUNTY BOROUGHS
Barking, Crewe, Dartford, Edmonton, Erith, Leyton, Walthamstow, Willesden, Wood Green.

URBAN DISTRICTS
Aberdare, Hindley, Huyton-with-Roby, Penge, Uxbridge, Yiewsley and West Drayton.

RURAL DISTRICT
Sunderland.

Authorities recommending membership of an appropriate union :

COUNTY BOROUGHS
Manchester, Stoke-on-Trent.

METROPOLITAN BOROUGHS
Battersea, Bermondsey, Greenwich, Hammersmith, Hampstead, Lambeth, Lewisham.

NON-COUNTY BOROUGHS
Kingston-on-Thames, Southall.

URBAN DISTRICTS
Bedworth, Bexley, Epsom and Ewell, Rickmansworth.

OTHER AUTHORITIES
Essex Rivers Catchment Board.

No authority is reported as having specified the union which its officers should join.

Association Wins Claim For Higher Pay

HOW the parties to a dispute—a member of NALGO and a county council—agreed to abide by counsel's opinion and how that opinion was given in favour of the member after his case had been prepared by the Association, provides yet another instance of the value of the legal aid to which every member is entitled.

Briefly, the facts are that the county registration scheme made under the Local Government Act, 1929, provided that the remuneration of the registrar of births and deaths in respect of a certain registration sub-district was £67 10s. and that, where duties of registration of marriages were added to those of births and deaths, the remuneration should be £112 10s. Thus, NALGO contended that when Mr X, who was the registrar of births and deaths for the sub-district in question, was also appointed registrar of marriages, he became entitled to an additional £45 salary.

The county council replied that Mr. X had accepted an appointment as a full-time county officer engaged on duties as relieving officer and registrar of births and deaths, that there was, in effect, a re-adjustment of his duties when he was appointed registrar of marriages and his salary included all remuneration to which he was entitled as a salaried registrar and relieving officer.

But counsel held that the registration scheme fixed his salary for registration of births and deaths at £67 10s. and provided for an increase of £45 on taking over marriage registration, and that he was therefore entitled to the extra amount.

Branch Work for Memorial Fund

ALREADY, £4,500 has been received at Headquarters in response to the appeal made by the President in May, for £40,000 within a year with which to purchase "Knole Lodge," convalescent home at Bournemouth, as NALGO's memorial to its 2,000 members killed in the war.

Every member was asked to give six shillings which, spread over a membership of more than 140,000, would bring in the required amount. Many have done so, some through their branches, others direct to Headquarters.

Some branches are paying over to the fund the proceeds of their collections and money-raising projects as they are received, others are accumulating them until the target figure is reached. The target figure for every branch can be calculated by multiplying six shillings by branch membership.

Some recent contributions to the fund are : **Bethnal Green**—£26 (annual vegetable and flower show) ; **Dundee**—£120 (Sunday evening concert) ; **North Eastern district committee**—£105 (donation) ; **St. Pancras**—£100 (dance) ; **Southport**—£75 (dance) ; **Ealing**—£25 (dinner and dance to celebrate return of members from war service) ; **Bedfordshire**—£16 (whist drive) ; **Chatham**—£14 4s. (amateur play) ; **Bexley**—£6 6s. (raffles at "welcome home" for returning service men) ; **Spalding**—£3 (contributed by staff from increased pay due to Charter) ; and **Plympton St. Mary**—£2 10s. 6d. (raffles).

Bethnal Green (membership 304) has set itself a target of £200, part of which will be devoted to a local memorial. The money is being raised by monthly collections of 1s. per member, football pontoons, monthly raffles, and a white elephant sale.

Closed for Three Weeks

INCIDENTALLY, "Knole Lodge" will be closed for three weeks from December 16 to January 6 for spring cleaning and staff holidays, since the demand for accommodation during this period is expected to be less heavy than at other times.

More than 300 convalescents have stayed at the Home since it was acquired.

SCOTS ANSWER CHARTER CRITICS

Last month, the staff side of the Scottish Joint Council was charged by J. Kyle, depute county clerk Roxburghshire, with having made too much concession and shown too much compromise in its negotiations—concluded in September—for a Scottish Charter. Now, staffs' side representatives H. Rae and S. Brodie give their replies.

We Have Won 80-90 Per Cent. Increases On 1938 . . .

Says HARRY RAE, Scottish District Officer

MR. KYLE'S letter, in its exaggerated attention to points that do not matter and its failure to advance practical alternatives, has all the weaknesses, and none of the virtues, of an election address.

The present "government" need not apologise for the Scottish Charter.

If Mr. Kyle wants the English Charter, he will have to wait until one Joint Council covers the United Kingdom as a whole. So long as we have two separate Councils we shall have differences, with the odds slightly in favour of the Englishman. This is one of the penalties of nationalism which nurses and technical staffs in hospitals will confirm.

If we haven't got the same scales, comparison shows that we have a *relatively larger increase.*

Let us do some simple arithmetic. The average salary in Scotland in October, 1938, at the top of the rank-and-file class was £200 in Glasgow and other large city and county authorities, and £180 elsewhere. The English figures, including bonus, would have meant a percentage increase of 80 on the former and 100 on the latter. Nice work if you can get it ! We didn't ! But we *did* get 80 per cent. and 90 per cent., respectively. Compare this with the 64 per cent. in London and 42 per cent. in the English provinces—as estimated in the prize-winning letter to Readers' Forum last month—and with the Ministry of Labour's latest figures of 64 per cent. net increase in wage rates for industry generally.

We of the Scottish staff side got these increases without arbitration and after only eight months' negotiation compared with years of preparation for the English Charter. That is what we mean when we use phrases like "cordial atmosphere" and "good will between employers and employees."

There may be too many "mays" and too few "shalls" to suit Mr. Kyle, but there is nothing permissive in the points that really matter, such as salary, overtime, holidays, sick pay, safeguarding existing staff, and rights of appeal. All these are "musts."

The exclusion under clause 30 (a) of those not required to hold the entrance qualification such as messengers, outdoor collectors, and telephonists, will prove to be to their advantage. The miscellaneous division in Scotland, when finally approved, will specify the classes to be included and the rates to be paid—with the same operative date as the Charter. Compare this with England, where they are still arguing over the classes to be included.

On the whole, especially in view of the hitherto wide differences between Scotland and England, we have done fairly well in narrowing the gap to a few pounds. I cannot see anyone moving south on that account.

. . . Which Means £500,000 Extra For Scottish Officers

Adds SAM BRODIE, Chairman, Staffs' Side

IT'S always a good thing to let off steam, and Mr. Kyle will now no doubt feel a lot better. His observations on the Charter and particularly on the part played by Harry Rae and myself in having it adopted may be pertinent, although some might be inclined to add a prefix to that word.

Be that as it may, I still feel that the Scottish Joint Council staffs' side did a good job of work and has no need to feel apologetic about the results.

Might I remind Mr. Kyle, and any others who think as he does, that the Scottish Charter is a big advance on conditions as they existed. Before its adoption, local authorities were divided into four groups. Now there are three and, even more important, authorities with populations below 5,000 are brought within its scope. I understand, too, that the increases accruing to staffs as a result of the adoption will be in the region of £500,000.

Mr. Kyle is confusing ideals with practicability and does not realise that his negotiators, if they took the same line, would have been doing members a grave disservice. It is far better to fight and win a battle which takes us half-way to our objective than to risk failure in an indefinite struggle for a distant goal. The bonus question is a temporary adjustment which will rectify itself when the English bonus is reviewed, probably in April, 1947.

With regard to the operative date, I can only say that it was the best offer which the employers' side could be persuaded to make and that, in my opinion, it is not unreasonable having regard to the fact that the Scottish scheme was submitted to the Council a recently as February, 1946.

The staffs' side agree that the grouping system is iniquitous. They have secured, however, that it will be immediately revised in respect of individual authorities and, further, that in two years' time, the whole grouping system will be reconsidered with a view to its abandonment.

The election of NALGO representatives on the staffs' side is the function of the Scottish district committee, which, presumably, elects those best fitted for the job, without reference to position, location, or authority. Any member of the district committee may propose a change in the method of election if he wants to.

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Applications from men and women—including members of H.M. Forces—are invited for the post of Assistant District Officer. The salary will be in accordance with Grade IV of the Association's scale £420 rising to £465—and the commencing salary will depend on the experience and qualifications of the candidate. A cost-of-living bonus—at present 23s. a week—will also be paid. The appointment will be subject to one month's notice on either side. A superannuation scheme is in operation.

The successful candidate will be required to carry out the work of organising local government officers in the area in which he or she may be assigned, to attend meetings, and to represent the Association before local authorities and other bodies when required. Organising experience, energy, enthusiasm, and ability in public speaking are essential qualifications, and a knowledge of local government, its functions and procedure, is desirable. Travelling and reasonable subsistence allowances will be paid.

Applications, giving full particulars of age, education, qualifications, NALGO and other experience, and names of three persons to whom reference may be made, must reach the General Secretary, NALGO, 24, Abingdon Street, London, S.W.1, by December 31, the envelope being marked "Assistant District Officer." Testimonials need not accompany the application. Canvassing members of the National Executive Council will be a disqualification.

This Month's Grouse

GROUPING MUST GO!

Urges A. E. BUNYAN, Selkirk

WHEN I read the Scottish Charter carefully I wondered what members in England had to grouse about. After all they have a *national* charter—have we ?

I do not wish harshly to criticise our negotiators, who are to be congratulated, but their achievement cannot be called a "national" Charter for Scotland as long as the grouping system for local authorities is perpetuated. There is little argument in favour of such a system—none at all from the officer's point of view. It is difficult for him to obtain any information on the reason for placing certain authorities in one group or the other. One reason given is that the poorer authorities cannot be expected to pay the higher scales. But what is a poor authority ? Many low-rated areas are included in group 3. Surely these can meet their obligations to their staffs. If it were possible to pay teachers on the same scale no matter in which area they were employed, why differentiate when it comes to others ?

Why should Scotland have to give up its present bonus ? If it were justified when awarded, surely it cannot, logically, be cut down by the J.I.C. now ? After all, salaries under the Charter are basic and not to be related to the "Cost-of-living" in the same way as "Bonus."

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13, Welfare Avenue, Barwick-in-Elmet, Nr. Leeds.

Advance Notice for Serving Members of H.M. Forces

MITCHAM BOROUGH COUNCIL

Permanent Appointment—Borough Treasurer's Department.

The Council invite applications for an appointment on the permanent staff of the Borough Treasurer's Department on Grade II of the National Scale—£360 x £1 to £405 (plus London allowance of £20 per annum progressing, on attaining maximum, to Grade II subject to satisfactory service.

Cost-of-living bonus at present £59 16s. per annum will be payable in addition.

Applicants for the vacancy should possess at least the intermediate certificate, by examination, of one of the Bodies of Professional Accountants listed in the National Scheme, the passing of whose examinations is a necessary qualification for appointment to technical grades of the staff of a Municipal Treasurer's Department, and, in addition, should have a good all-round experience in the work of such a Department.

The appointment is subject to the provisions of the Superannuation Act, 1937, and will be conditional on the production, by the successful candidate, of a satisfactory medical examination prior to taking up the appointment.

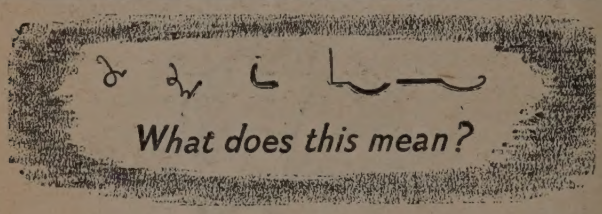
Applications, which must be in candidate's own handwriting, must give full details of nationality, age, present inclusive civil salary, local government experience and qualifications of the applicant, and, in addition, should state full service rank and address, civilian address, age and service group number, expected date of demobilisation, period of service in Forces, whether or after what date, the applicant will be available for interview if required and the date at which duties could be taken up if appointed. The names and addresses of two referees should also be submitted.

Applications should be addressed to "The Borough Treasurer, Town Hall, Mitcham" (envelopes endorsed GRADE II Appointment) and should be posted to arrive not later than the 31st January, 1947.

Candidates must disclose in writing whether, to the knowledge, they are related to any member or senior officer of the Council, and canvassing, either directly or indirectly, will disqualify.

R. H. WHITE,
Town Clerk.

Town Hall,
MITCHAM.
31st October, 1946.



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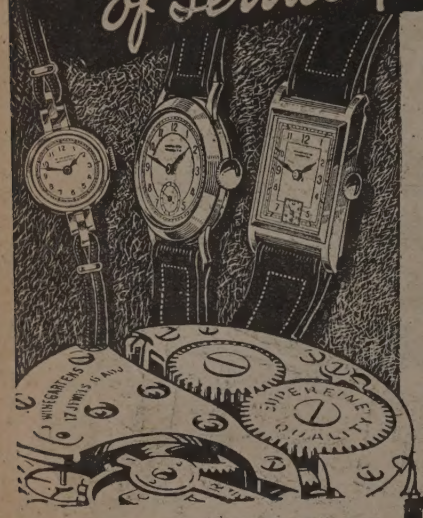

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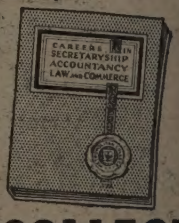

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